

are recommending that the State contribute \$200,000 as a non-recurring grant-in-aid to this project for the purchase of equipment to be used by the Research Institute. I feel that the State could make no better investment in the future of education and research than to make this modest grant—especially in view of the general financial support already gotten from private sources.

The Research Triangle Foundation is a non-profit, quasi-public institution. I know of no project in which I have had the privilege of participating of which I am more proud. Nor do I know of any other activity now going on which has more potential value—both from the standpoint of dollars and cents, and otherwise—for the proper development of our Great State and the welfare of its people. It is my firm belief that in a relatively few years, the benefits of the Research Triangle will be felt in every section of North Carolina and that its influence and prestige will be felt throughout the Nation and the entire world.

Another of our recommendations I would like to mention in connection with the field of natural resources is one which would authorize a project to help stabilize and preserve our great Outer Banks.

Many of you may not be aware of the real seriousness of the situation along our coast, but if these protective outer banks are destroyed, our sounds are going to become part of the ocean and extensive coastal lands are going to be ruined with flooding salt water and wave damage. Furthermore, the scenic beauty of much of coastal North Carolina will be forever destroyed.

Effects of the hurricanes which have hit our Coast during recent years, added to our own careless land practices in the area, have now brought us to a point that something must be done—and done quickly. We are, therefore, recommending appropriations of \$200,000 for the necessary surveys, engineering studies, etc., in connection with our inlets, shorelines, dunes, etc., and \$400,000 for the purchase of certain land by the State. State ownership of this land will make us eligible for financial assistance from the Federal Government in connection with our continuing effort to meet this tremendous problem. We strongly urge that you approve these appropriations.

STATE PERSONNEL MATTERS

A budget-appropriation problem which faces the Advisory Budget Commission, the Governor, and the General Assembly almost every biennium is that having to do with salaries of State employees. This is, of course, a natural occurrence since our State Government, like any other functioning organization, is made up primarily of people doing jobs. And like any other organization, the way these people do their jobs will determine whether our government will be good or bad, efficient or inefficient, successful or unsuccessful. It, therefore, is necessary that each Governor and each General Assembly, representing the interest of the people whose government this is, make sure that the conditions of employment in State Government are such as will attract and retain qualified employees and will encourage and permit them to perform their assigned tasks in